

My Question Paper

1.

Figure 3: An extract from "How we support our employees at Burton's".

By encouraging high levels of individual and team performance, we know our company will continue to go from strength to strength.

We are proud of all our employees and committed to offering them the best possible initiatives to help them develop both personally and professionally.

Here are some examples of the schemes and benefits we offer to the people on our team:

- *Employee led **training** which is supported by the Burton's Biscuit Company Personal Development Plan process.*
- *Open and transparent talent management process.*
- *Study support in the form of financial assistance and/or paid time off.*

Explain the benefits of an effective training programme to a business such as Burton's Biscuits. [8]

Marking Scheme

1.

2 4	<p>Explain the benefits of an effective training programme to a business such as Burton's Biscuits.</p> <p>Level 1 Candidate briefly outlines one or two benefits.</p> <p>Level 2 Candidate attempts to explain the importance of an effective training programme.</p> <p>Level 3 Candidate provides a full explanation of the benefits of an effective training programme.</p> <p>Indicative content</p> <ul style="list-style-type: none"> • <u>Increases efficiency and productivity</u>: enables the service they provide to be improved. • Ensures that employees have the <u>necessary skills</u> and attributes to carry out their jobs. • Increases the <u>motivation</u> and <u>job satisfaction</u> of staff: Reduced absenteeism and labour turnover. • Can identify <u>employee's potential</u> to make an even better contribution to the business. • May <u>reduce costs</u> in the long run – accidents, injuries, recruitment costs. • Can make staff more <u>flexible</u> and better able to cope with change. • Better <u>quality</u> output both in relation to products and service. • Can improve the <u>image</u> of the business. • <u>Attract good quality</u> people to work for them. 	8	AO1 3 AO2 3 AO3 2
		1-2	
		3-6	
		7-8	